Beginning in January of 2021, most workers in Massachusetts will be eligible to get up to 12 weeks of paid family leave and up to 20 weeks of paid medical leave. The program will be funded by premiums paid by employees, employers, and the self-employed. Contributions to the program will begin on July 1, 2019, and will be managed through the Department of Family and Medical Leave (DFML).

How to comply with Paid Family and Medical Leave Law

As a Massachusetts employer, you’re likely going to have new responsibilities under the Paid Family and Medical Leave (PFML) law. The state has prepared a guide to help you prepare for those responsibilities before the law’s effective date of July 1, 2019.

What are my responsibilities as an employer?

Beginning July 1, 2019, as an employer, you’re responsible for:

- Reporting wages paid, payment for contract services rendered, and other information about your workforce.
- Determining contribution amounts for your workforce and for any contribution due from you as an employer where applicable.
- Making deductions to cover worker contributions from payments you make to your workforce, either as wages or as payments for services from Massachusetts 1099-MISC contractors.
- Notifying your workforce of the PFML law.

How do I notify my employees about the new law?

You’re required to notify your workforce about the state’s PFML program, including its benefits and protections that apply to them. This notification includes:

- Displaying the Paid Family and Medical Leave workplace poster in a highly-visible location (click on poster on right for full size).
- Providing written notice of contributions, benefits, and workforce protections to Massachusetts W-2 employees and Massachusetts 1099-MISC contractors.
- Collecting signed acknowledgments of receipt of such notice from Massachusetts W-2 employees and Massachusetts 1099-MISC contractors.
- Sample written notice here.

How do I calculate the contribution?

Click here for the Massachusetts sample calculator.

I already provide a leave benefit. Can I opt out?

The Department of Family and Medical Leave’s private plan exemption process is now available for businesses in the Commonwealth with Paid Family and Medical Leave (PFML) plans offering benefits that meet or exceed those provided by the Commonwealth’s PFML law.

The Private Plan Exemption Process is now available here.

When is the calculation due?

Employers remit contributions and any associates payments through their MassTaxConnect account for the previous calendar quarter.

- Contributions for July - September will be due on Oct. 31, 2019.

(Continued on page 3)
Dear Members,

May is upon us, which of course means that restaurants play in our annual Super Bowl – Mother’s Day! Mother’s Day is a time for us to wow our long time great guests who want to treat their special woman, but even more important, it is a time when we receive many first time guests as well. These folks represent a potential significant stream of revenue – exceed Mom and the family’s expectations, and they will come back for more! We need to make certain to share all of this with our teams, it is a great opportunity.

May also means college graduations, with high schools just behind them in June. Again, just another great possibility to really take care of guests who have chosen to come to our doorsteps to celebrate big life events. With so many colleges and universities in MA, it is often said we truly do get our own little “Super Bowl” effect every May in terms of built in sales for those in the vicinity of these schools.

It also looks like the Celtic’s and Bruins have hopes of playing deep into the month, it would be nice to have another Duck Boat Parade, it really has been too long! Is there a first time ever sweep in our future??

I do want to take a moment to invite all of you to join me and the MRA at Small Business Day on May 9th. We will kick the day off with invited legislative leaders including Senate President Karen Spilka, informative panels and discussions with other small businesses before we head up to the State House for meetings with our elected officials. As you know, government is in our businesses more than ever; never has it been more important to let them know how legislation is challenging your business and our employees.

I can tell you first hand, the MRA does a great job all year working with these elected officials, but what is most important is when they hear from us – the actual business owners from their hometown, employing their neighbors (and voters), and sharing with them what is working and not working. I'd like to thank Doug Bacon of Red Paint Hospitality Group for chairing our Government Affairs Committee and I know he would like anyone interested to join him. VP Government Affairs Steve Clark will arm you with speaking points, answer any questions and even help you make the meetings if you need. Please click the link below to register - #TogetherWeWin!

And finally, let me be the first to wish you a Happy Memorial Day – summer is apparently here, I am just not certain how I missed spring!

Pat Lee
MRA Chairman
plee@themassrest.org

“Leaders are never satisfied; they continually strive to be better”
-Unknown
How do I calculate my workforce?

Your total workforce includes:

- All Massachusetts W-2 employees (full-time, part-time, seasonal). A Massachusetts W-2 employee is anyone to whom you issue a W-2 form for performing services in Massachusetts.
- All Massachusetts 1099-MISC contractors. A Massachusetts 1099-MISC contractor is an individual who resides in Massachusetts for whom you are required to report payment for services on IRS Form 1099-MISC.

You’ll always report on your total workforce numbers, but you’re only responsible for submitting contributions on behalf of members of your workforce who are treated as covered individuals for the purposes of the PFML law.

Who’s a covered individual?

- W-2 employees will always count as covered individuals.
- 1099-MISC contractors count toward your total number of covered individuals only if they make up more than 50 percent of your total workforce (W-2 employees and 1099-MISC contractors combined).

MAY 9TH IS SMALL BUSINESS DAY ON BEACON HILL – YOUR OPERATION FEELS THE IMPACT, YOU SHOULD BE HEARD!

The MRA is partnering with other Massachusetts associations and chambers to encourage business owners to head to the State House to educate legislators about the issues that are most important to their small business. Members of the MRA, National Federation of Independent Business, the Retailers, Food Store, Package Store associations, and Associated Industries of Massachusetts and many others will all be joining together for this all important day. Don’t miss your opportunity to be part of this important conversation in 2019!

Thursday, May 9, 2019 9:30 AM
Omni Parker House Hotel
60 School St. Boston, MA 02108

Agenda and Panels

9:00am  Registration & Refreshments
9:30am  Opening Remarks & Legislative Update
10:00am Keynote Speaker: Senate President Karen Spilka
10:30am Complying with Paid Family and Medical Leave
Panelists
  David Robinson Esq. – Ruberto, Israel, & Weiner
  William Alpine, Esq. – Department of Family and Medical Leave
  Mike Doheny – Undersecretary of Labor and General Counsel, Executive Office of Labor and Workforce Development
11:15am Controlling Small Business Health Costs
12:00pm Legislative Hill Visits

PARTICIPATING ORGANIZATIONS INCLUDE
MEMBERSHIP EVENTS

REGISTRATION NOW OPEN FOR SOMETHING’S BREWING ON CAPE COD

MAY 13, 2019 6:30-9:30PM
VENUE: CAPE COD BEER
1336 PHINNEYS LANE, HYANNIS, MA
$35 - Non-members | $30 - Members (use code MRACCC)

To benefit
NO KID HUNGRY
SHARE OUR STRENGTH

MAY 14, 2018  6:30-9:30PM
MAY 13, 2019  6:30-9:30PM
VENUE: CAPE COD BEER
1336 PHINNEYS LANE, HYANNIS, MA
$35 - Non-members | $30 - Members (use code MRACCC)

PARTICIPATING RESTAURANTS
SAM DIEGO’S - Hyannis
THE CASUAL GOURMET - Centerville
BUCATINO - North Falmouth
CAPTAIN PARKER’S PUB - West Yarmouth
ALBERTO’S - Hyannis
WIANNO CLUB - Osterville
THE BLACK DOG TAVERN - Vineyard Haven

Included are tastings from
Cape Cod’s top chefs
and craft brew from Cape Cod Beer.

CLICK HERE TO REGISTER!

THIS EVENT IS SPONSORED BY

THE 27TH ANNUAL RESTAURANT TRENDS SEMINAR:
Best Practices in a Changing Restaurant Landscape

Monday, May 13, 2019
Seaport World Trade Center - Amphitheater - Mezzanine Level
1 Seaport Lane, Boston

Check-In - 1:30pm
Presentations - 2pm - 5pm
Cocktails/Networking - 5pm- 6pm
Hors d’oeuvres & Live Jazz

Click here for more
information and to register!
MRA BOARD OF DIRECTORS APPLICATIONS - APPLY BY MAY 10TH

The MRA Board of Directors consists of 33 Directors and 8 Officers. We meet quarterly at various locations around the state. The Board of Directors sets the policies for the Association, and it decides “what” needs to be done in order to protect, improve, and enhance our industry.

Have you ever wondered how you can get involved? Have you ever thought about giving back? Do you see some things that could be done that are not being addressed by the MRA at this time?

If you have answered “Yes” to any of these questions, we invite you to apply for consideration for Board service. Our Nominating Committee will be meeting soon to suggest a slate of officers and directors for the upcoming Annual Meeting in June.

Board service is rewarding in many ways. Not only will you learn about the many things that affect your business and the entire foodservice industry in Massachusetts, but you will have the opportunity to meet and interact with others who share your values and passions. It is also very rewarding to see ideas become policy and to witness the impact of your efforts on the entire industry.

We hope that you will consider applying for Board service. Thank you, in advance, for your willingness to help your Association. We appreciate your continued support. In order to be considered, your application needs to be received at the MRA office no later than May 10, 2019. Click here for the application.

MASSACHUSETTS PACKAGE STORES ASSOCIATION (MASSPACK)
BEER, WINE & SPIRITS INDUSTRY EXPERIENCE - MAY 8TH

Wednesday, May 8th, 2019
Time: 3:00 – 7:00PM
Where: Lombardo’s, Randolph, MA

Beer, Wine & Spirits Industry EXPERIENCE

Expert/Guest Speaker
Dr. Don Livermore

Early entry @ 2:30PM & Chance to win up to $1,000 in Cash Prizes.

Featuring Outstanding SHOW DAY Discounts, Hundreds of Tastings, Great Food, Industry Experts and Innovative Ideas to Grow Your Business!
Fun Facts about Reunion Tap & Table

1. We work with many local farms and vendors to serve fresh, scratch-cooked meals.
2. We pride ourselves on offering a unique draft list focusing on regional and national craft breweries.
3. The name ‘Reunion’ refers to the fact that a bunch of old friends opened the restaurant together.
4. Reunion features a gorgeous private dining room for special events.
5. We are open daily for lunch, dinner and Sunday brunch.
6. The wood facades around the restaurant are made from repurposed mushroom wood from a mushroom farm in Connecticut.
7. Two of the owners and two of the managers played in and managed bands together in another life.
8. Owners Josh and Shawn Briggs also own Wicked Twisted Pretzels.
9. Our Chef likes to race cars (legally) on his days off.
10. The owners spent most of their lives right here in Grafton.

RESTAURANT: Reunion Tap & Table
OWNERS: Sargon Hanna, Shawn Briggs, and Josh Briggs
CHEF: Vasilios Papastathopoulos
CITY: North Grafton
FOUNDED: 2018
MEMBER SINCE: 2018
WEBSITE: www.reuniontap.com
WHY IS THE MRA IMPORTANT TO YOU AND YOUR BUSINESS?
The MRA has been a valuable ally, giving us guidance and support with many of the tough issues the restaurant industry faces.

MAY 2019 • PAGE 6
It has come to our attention that there has been an uptick in Social Security Administration “no-match” letters being sent to restaurants. The attached addresses the following questions:

1. What is a “no-match” letter?
2. What are some of the reasons you might receive a no-match letter?
3. What is the purpose of a no-match letter?
4. What should you do if you receive a no-match letter?
5. What guidance does the Social Security Administration provide on no-match letters?
6. Who should you contact if you want more information or need additional help on a no-match letter you received?

THE 2019 ERNIE TREMBLAY SCHOLARSHIP AWARDS GALA

Wednesday, June 12, 2019, 6:00 PM
Registration: 6pm
(Program & Dinner: starts promptly at 6:45pm)
Danversport
161 Elliott Street, Danvers, MA 01923

Please join us on Wednesday, June 12th, 2019 along with Celebrity Host Billy Costa of NESN’s Dining Playbook & KISS 108FM Radio, as we recognize the future stars of our industry and award them with well-deserved scholarships to help further their education!

Click here to register!

THE 2019 ANNUAL MEETING & DINNER

Wednesday, June 19, 2019
5:00 PM
UMass Club
1 Beacon Street - 32nd Floor
Boston, MA 02108

$115.00 per person, includes all beverages, dinner, tax and gratuity.

Reception and Election of Officers & Directors for July 1, 2019-June 30, 2020 followed by dinner with introductions of New Officers & Directors.

For directions & parking information please click here.
Introducing...

THE MRA EDUCATIONAL FOUNDATION CERTIFIED RESTAURANT PROFESSIONAL APPRENTICE PROGRAM

Effective April 8, 2019 The Department of Apprentice Standards has registered The MRAEF Certified Restaurant Professional Apprentice Program. The initial tranche of the program is funded by Mass Hire. We are currently in the process of identifying 12 apprentices in the Central Massachusetts area. This will be a rigorous endeavor, but those participating will receive industry certifications and college level education resulting in credits to promote their expertise and restaurant career.

MRAEF CRP Program highlights:

- **There is no cost for an apprentice to participate in the program.**
- This program runs in conjunction with the National Restaurant Association and certifications travel nationally.
- Apprentices will be required to complete 1,800 hours of on the job learning and 150 hours of related training instruction (RTI).
- Four hours of National Restaurant Association online education.
- There are 8, six hour mandatory classes of restaurant, culinary and hospitality instruction to complete the RTI hours that will be conducted every other Tuesdays starting in July at Quinsigamond Community College in Worcester. Upon completion of the RTI at Quinsigamond, each apprentice will have earned 7 college credits to be applied to a degree program if they choose.
- Each apprentice will complete the following industry certifications:
  - ServSafe Food Handler
  - ServSafe Alcohol
  - OSHA Training
  - Choke Saver Training
  - ServSafe Manager
  - Allergen Training

The first class for this program will be **Tuesday July 9th**. We will identify and register 12 apprentices before July 1st. If you have a candidate that you feel would be a good fit for this program, please send their name and contact information to Kerry Miller at kmiller@themassrest.org. We are also looking for employers to hire 4 graduating ProStart seniors that will be entering into the Certified Restaurant Professional Apprentice Program.
2019 SERVSAFE TRAINING SCHEDULE

SERVSAFE MANAGER

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SERVSAFE RECERTIFICATION

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CHOKE SAVING COURSES AVAILABLE AT THE MRA

Click HERE to register.

SERVSAFE MANAGER

To sign up for training, call (508) 573-4180

CLASS LOCATIONS:

MRA:
160 East Main St., Suite 2
Westborough, MA

KOWLOON:
948 Broadway, Saugus, MA

SEXUAL HARASSMENT PREVENTION FOR RESTAURANTS

Learn what sexual harassment is, how it impacts all workers, and how to respond in ways that enforce a safe work environment. Click here for more information on this online course.

UNDERSTANDING UNCONSCIOUS BIAS IN RESTAURANTS, EMPLOYEE

This is an interactive program that sheds light on the existence of unconscious bias, the impact on individuals and the workplace. Click here for more information on this online course.

SERVSAFE WORKPLACE HARASSMENT PREVENTION

SERVSAFE: Workplace Harassment Prevention

Understanding Unconscious Bias

Understanding Unconscious Bias, a new training suite developed by ServSafe in conjunction with the Massachusetts Restaurant & Hospitality Alliance, offers industry professionals a crisis-contingent service with specific content meaningful to your staff – the managers and employees in the hospitality and foodservice industries.

Click here for more information on this online course.

Click HERE to register.
FOOD & BEVERAGE OPERATORS

A Brews Tap and Grill
1794A Bridge St.
Dracut, MA 01826
(978) 458-0555
Sonia Abreu

The Brookline Spa
75 Harvard St.
Brookline, MA 02158
(617) 566-6060
Hugo Oliveira

Catman Cafe
16 Old Colony Rd.
Mansfield, MA 02048
(508) 339-0038
Steve Cerullo

China Villa of Middleton, Inc.
239 Maple St.
Middleton, MA 01949
(978) 777-4988
Carol Pelletier

hop + grind
210 Andover St.
Peabody, MA 03036
(603) 425-9460
Bobby Marcotte

Hopsters Brewing Company
50 Rich Valley Rd
Wayland, MA 01778
(617) 584-1492
Lee Cooper

La Campesina, Inc.
42 Allan Ave.
Sudbury, MA 01776
(508) 829-7700
David Brambila

Little Pecan
295 Washington St.
Brighton, MA 02135
(508) 505-1698
Elizabeth Liu

MarginEdge
14 Hillsboro St.
Quincy, MA 02169
(323) 244-6427
Robert McKay

Mexicali - Danvers
29 Andover St.
Danvers, MA 01923
(508) 829-7700

Mexicali - Swampscott
Swampscott, MA 01907
(508) 829-7700

Mexicali Cantina Grill
Westborough, MA 01581
(508) 829-7700

Mexicali - Worcester
225 Shrewsbury St.
Worcester, MA 01604
(508) 926-8811

Mexicali Grill - Holden
700 Main St.
Holden, MA 01520
(508) 829-7700

Mexicali Grill - Spencer
117 Main St.
Spencer, MA 01562
(774) 745-8200

Mexicali Grill - Ware
148 West St., Ware, MA
(413) 277-0925

Mexicali Grill - Webster
41 Worcester Rd.
Webster, MA 01570
(508) 829-7700

O’Leary’s
1010 Beacon St.
Brookline, MA 02446
(617) 947-6103
Aengus O’Leary

Shore Leave
11 Williams E Mullins Way
Boston, MA 02118
(617) 530 1770
Jefferson Macklin

Spanky’s Clam Shack
138 Ocean St., Hyannis, MA
(508) 771-2770
Mr. Jeff Spilman

BUSINESS PARTNERS

Fortis Advisors
770 Boylston St.
Boston, MA 02199
(774) 766-0907
RJ Dourney
Restaurant Consultants

Stebbings Partners
427 John L Dietsch Blvd
Attleboro Falls, MA 02763
(508) 699-7899
Branding

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Massachusetts Restaurant Association
160 East Main Street, Suite 2, Westborough, MA 01581
Phone: (508) 303-9905  www.themassrest.org

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